



CORPORATE TRAINING CAPABILITIES · SEPTEMBER 2026

Corporate Training

*Delivering expertise. Engaging content.
Lasting impact.*

50+

expert
trainers

100+

programmes
delivered

9/10

participant
feedback

20+

GCC
institutions



WHAT THIS DECK COVERS

Six chapters

Weighted towards what we teach, not how we grade it.

01	Who We Are	Positioning, scale, and what senior-led actually means
02	How We Teach	The classroom principles, the journey, and how outcomes are measured
03	What We Teach	Nine practice areas, four domain pages, and the board-level format
04	How We Deliver It	Video, written content, the simulators and the learning platform
05	Track Record	Sample material, banking delivery, and the institutions we have taught
06	Let's Talk	The four verticals, engagement model and contact



01

Practitioners in the room, not professional trainers

A senior-led training partner for the GCC and beyond.

50+

expert trainers

100+

programmes delivered

9 / 10

participant feedback

20+

GCC institutions

Senior-led

Every cohort is led by a practitioner with 15+ years in the field. No outsourced facilitators, no off-the-shelf deck read aloud.

Built to order

Programmes are designed around the cohort, the institution's own cases, and the regulator it actually answers to.



TAILORED CONTENT DEVELOPMENT

We research it, we write it, and the person who wrote it teaches it

01 We research

BEFORE A SLIDE EXISTS

We read the client's own policies, registers and prior reports, the regulator's actual text, and what their named peers disclose. The programme is written from that, not adapted from a catalogue.

02 Expert trainers deliver

THE RESEARCHER IS THE TRAINER

The practitioner who did the reading stands up and teaches it. They can be challenged on any number in the pack, because they put it there. No facilitator reading someone else's deck.

03 Case studies carry it

A REAL DECISION, LEFT OPEN

Every module lands on a real organisation with the decision still open, drawn from the client's own sector. Participants argue it out, then see what actually happened.

WHAT THIS RULES OUT No off-the-shelf catalogue · no licensed courseware resold · no subcontracted facilitator · no generic case study about a company nobody in the room has heard of

02

CHAPTER 02

How We Teach

*Six principles, one journey, and a single page
on how the outcome is evidenced.*



TRAINING PHILOSOPHY

Six pillars define the ESGweise classroom

Senior. Applied. Measured. The rest is scheduling.



Expert-Led

Senior practitioners, never in-house generalists reading a manual.

Curated Not Generic

Built around the institution's own processes, products and regulators.

Experiential

Simulations, role-play and live decisions: 70%+ of contact time is applied.

Curated Materials

Workbooks, case packs, calibrated assessments, manager briefing kits.

Continuous Engagement

Spaced reinforcement, follow-up clinics and 30/60-day check-ins.

Practical Impact

Judged on behaviour change and business result, not the feedback form.

THE RATIO WE HOLD TO 30% concept, 70% applied practice · cohorts capped so every participant is in the room, not the audience

THE ENGAGEMENT JOURNEY

From a stated need to embedded change

Six stages. The classroom is stage four of six, which is the point.



WHAT THE CLIENT DOES

Names the cohort, opens two or three real cases to us, and puts line managers in the 60-day review. That is the whole ask.

WHAT WE DO

Everything else: design, materials, delivery, assessment, the clinics and the leadership readout.

TYPICAL LEAD TIME

4 to 6 weeks
from brief to first cohort

HOW THE OUTCOME IS EVIDENCED

Four levels, four thresholds, one page

Full Kirkpatrick coverage with a committed threshold at every level. The detail sits in the programme design document; this is the whole of it in summary.

L1 Reaction Structured 10-dimension feedback, returned within 48 hours. ≥ 90% SATISFACTION	L2 Knowledge Pre-diagnostic calibration, equal-difficulty post-test, auto-scored. ≥ 20% KNOWLEDGE GAIN	L3 Behaviour Manager-rated rubric at 30 and 60 days against applied work. ≥ 85% RUBRIC PASS	L4 Impact Baseline vs. post-intervention deltas converted to AED at loaded rates. ≥ 85% OF ROI CASE MET
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THE 90-DAY SUSTAINMENT ARC

Day 0 action plans → Day 30 clinic → Day 60 manager rubric → Day 90 capstone showcase

A two-day workshop on its own does not move an L3 or L4 number. The arc is what converts the programme into a measurable change, and it is priced into every proposal.

03

CHAPTER 03

What We Teach

Nine practice areas. Four of them opened up in full, plus the format the board gets.



03

Nine practice areas, designed not assembled

Every programme is built to order. The nine areas describe where our faculty is deep, not a catalogue to pick from.



01

Sustainability & ESG

GRI, IFRS S1/S2, TCFD, CSRD, double materiality, GHG inventory, assurance.

02

Finance & Risk

IFRS 9 ECL, stress testing, sustainable finance, climate risk, sector credit.

03

Leadership

Senior leadership development, executive presence, board governance, succession.

04

Business & Strategy

Strategy frameworks, BPR, business model design, M&A readiness, scenario planning.

05

HSE & Behavioural

Process safety, behavioural-based safety, incident investigation, HSE culture.

06

Management Systems

ISO 9001, 14001, 45001, 50001, 14064, 22301: awareness to lead auditor.

07

Project Management

PMP, Agile, portfolio governance, stage-gate delivery, capstone projects.

08

Analytics & Digital

Business analytics, AI literacy, GenAI for HR and Finance, data governance.

09

People & Culture

Talent, HR transformation, change management, ED&I, employee experience.

The four numbered in teal are opened up on the pages that follow.

01

Sustainability & ESG

The largest of the nine areas, and the one the GCC regulator keeps expanding.

- GRI
- IFRS S1 / S2
- TCFD
- GHG PROTOCOL
- ISO 14064
- CSRD & CBAM

FOUNDATIONS

ESG Fundamentals for Banking

3 days · delivered at Warba Bank

Sustainability Ambassadors / ESG Champions

2 days · delivered at DWTC

Sustainable Leadership

5 modules · written for CES Consulting

ESG for Boards and ExCo

2 hours · see the board page

REPORTING & DISCLOSURE

Double Materiality, Applied

1 day · simulation-led

IFRS S1 / S2 and TCFD Disclosure

2 days

GHG Inventory: Scope 1, 2 and 3

2 days · GHG Protocol and ISO 14064

ESG Ratings: MSCI, S&P, FTSE, Sustainalytics

1 day

FINANCE & VALUE CHAIN

Sustainable Finance: Green Bonds and SLLs

6 modules · GBP and SLLP aligned

Climate Risk in Credit and Lending

2 days · delivered at Habib Bank

Sustainable and Green Procurement

1 day · vendor and contract streams

Carbon Markets and GCC Regulatory Readiness

1 day · CBAM, CSRD

WHERE THIS HAS RUN Warba Bank · DWTC · TFA seven-institution regional programme · Habib Bank · Muscat Securities Exchange · CES Consulting, Saudi Arabia

02 Finance, Risk & Banking

Sixteen-plus banking programmes delivered across the GCC. This is the spine of them.

Analyst & associate

FOUNDATIONS

- Credit & Financial Analysis · 2 days
- Banking Fundamentals and Products
- IFRS 9 ECL: PD, LGD, EAD and macro overlays

Relationship & coverage

COMMERCIAL

- Advanced Solution Selling & Client Value Proposition · 1 to 2 days
- Energy & Marine Sector Risk · delivered at NBF
- Collections and Customer Handling · 1 day

Risk & treasury

TECHNICAL

- Stress Testing, CBUAE-aligned
- ALM, Treasury and ICAAP Support
- Climate Risk Integration into Credit

ExCo & board

STRATEGIC

- Economic Outlook and ESG Briefing · delivered at GIB ExCo
- Fintech Disruption and Open Banking · three deliveries at FAB
- Sustainable Finance for Decision-Makers

03

Leadership, Strategy & People

The area clients come back for. Technical capability gets built once; leadership capability has to be renewed with every cohort that gets promoted.

LEADING PEOPLE

- Sustainable Leadership
- Change Management and Transformation
- Executive Presence and Board Communication
- Coaching and Performance Conversations

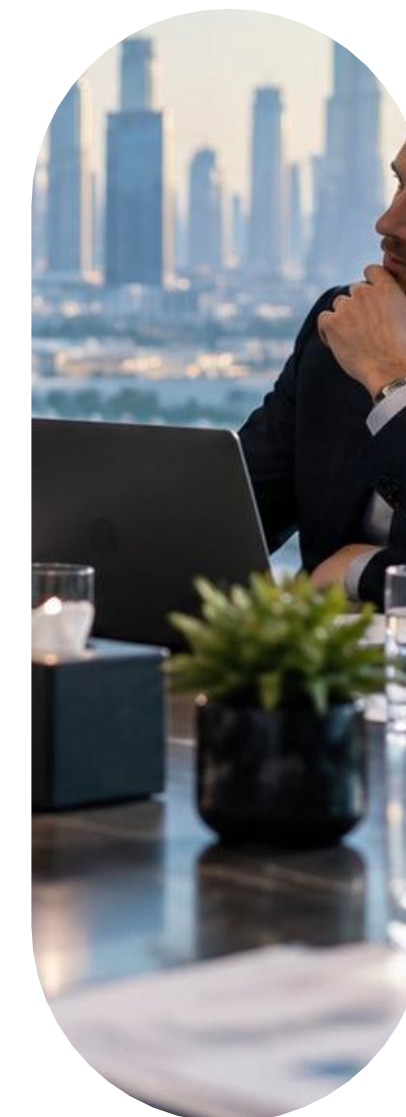
LEADING THE BUSINESS

- Strategy, Scenario Planning and Business Model Design
- Business Analytics for Leaders
- Business Process Reengineering
- Business Process Modelling for Leaders

LEADING THE FUNCTION

- HR Transformation and Talent Architecture
- GenAI and AI Literacy for Finance and HR
- ED&I and Employee Experience
- Negotiation Skills

Two programmes shipped as printed workbooks; see the sample material page.



04

HSE, Technical & Management Systems

Taught by a lead auditor who still audits. Six standards, awareness through to lead auditor.

ISO 45001

OH&S

ISO 9001

QUALITY

ISO 14001

ENVIRONMENT

ISO 50001

ENERGY

ISO 14064

GHG

ISO 22301

CONTINUITY

LEVELS OFFERED ON EVERY STANDARD

Awareness

half day

Internal Auditor

2 days

Lead Implementer

5 days

Lead Auditor

5 days, ISO 19011

ALSO IN THIS DOMAIN

- Behavioural-Based Safety and Process Safety
- Incident Investigation and Root Cause Analysis
- Energy Audit and Chiller Performance
- PMP, Agile and Stage-Gate Delivery

FACULTY CREDENTIAL Lead Auditor qualified across ISO 9001, 14001, 14064, 45001 and 50001, plus PMP · 17+ years across utilities, energy, industrial, infrastructure and financial services · 300+ professionals trained

BOARD & EXCO

The two-hour board session

A board is not a cohort. It will not sit a pre-test, it will not do homework, and it does not want the standard explained to it. It wants to know what it is now personally accountable for.

THE FOUR QUESTIONS WE ANSWER

- 01 What are we accountable for?**
The duty as the regulator writes it, not as the press describes it.
- 02 What should we be asking management?**
The questions that expose whether the work underneath is real or a slide pack.
- 03 What does good look like here?**
Two peers in the same sector, one ahead and one behind, and why.
- 04 What are we being asked to sign?**
The specific approval or attestation, and what backs it.

ALSO DELIVERED Warba Bank board session · Gulf International Bank ExCo briefing

OTHER BOARD TOPICS Climate governance · ESG oversight · risk appetite · AI governance · business continuity

HOW THE SESSION RUNS

- **Two hours**
the format boards actually agree to
- **No pre-work, no exam**
the reading is a two-page brief, sent the day before
- **A one-page board brief**
issued afterwards, minutes-ready

A LIVE BRIEF, AS THE BOARD WROTE IT

Mawarid Finance

Islamic finance company, CBUAE regulated

- 1** AML / CFT and the board's fiduciary duty
- 2** Consumer protection: complaints and root cause
- 3** Cybersecurity: VAPT, testing reports, closure
- 4** Stress testing, reverse stress, management actions
- 5** Islamic finance and Sharia governance

Five regulatory areas, one two-hour session, with the emphasis they asked for: the questions directors should be raising with management.

04

CHAPTER 04

How We Deliver It

The video, the written course, the simulators and the platform they run on are all ours.

LEARNING VIDEO

Scripted, narrated and animated in-house

We run our own production line: script, voice, animated diagrams, stock footage and assembly. A seven-minute explainer is produced end to end without an agency.

01

Script

Written by the practitioner who teaches it

02

Narration

Studio or synthesised voice, per scene

03

Visuals

Animated diagrams plus licensed footage

04

Assembly

Timed to the audio, crossfades, slow zoom

05

Delivery

MP4 or SCORM into the client's own LMS



A list revealed line by line, on the narration



A diagram drawn as the point is made



A process animated step by step

THREE WAYS CLIENTS BUY IT

- Produced for you**
We write and build the films.
- Microlearning for your LMS**
3 to 8 minute modules beside the written content.
- Curated from elsewhere**
Where a licensed film beats making one.

ONLINE CONTENT DEVELOPMENT

We write the course, not just teach it

Clients who run their own academy buy the content rather than the classroom. We build the full module: everything a learner opens, and everything the platform scores.

01

Main content

The taught deck, narrated or facilitator-ready

02

Reading material

The written chapter behind the deck, sourced and referenced

03

Case study

A real organisation, with the decision left open

04

Exercise or simulation

Applied work, group-ready, with a facilitator key

05

MCQ bank

Auto-scored, mapped to each learning outcome

06

Pulse check

Short reflective set, used for the L1 and L2 read

Six artefacts per module. Every module ships complete.

REFERENCE ENGAGEMENT

CES Consulting, Saudi Arabia

Two full online courses written for their learning platform, module by module, in English.

Sustainable Leadership

5 MODULES

Sustainable Finance

6 MODULES

Eleven modules, delivered against a milestone schedule.



SIMULATION

We wrote the simulators

20

participants, 4 teams

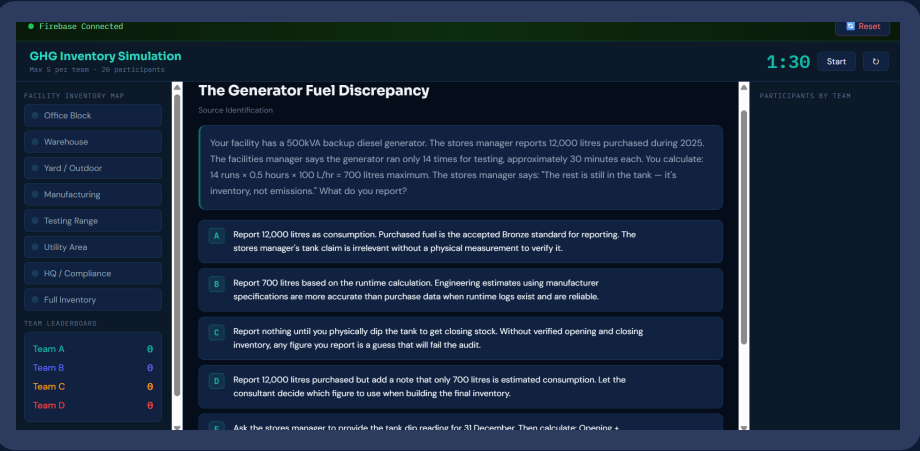
1:30

per decision, timed

12+

programmes since 2024

Three live, browser-based team simulations, built in-house and run from a facilitator console. No install, no licence to buy, no vendor in the middle.

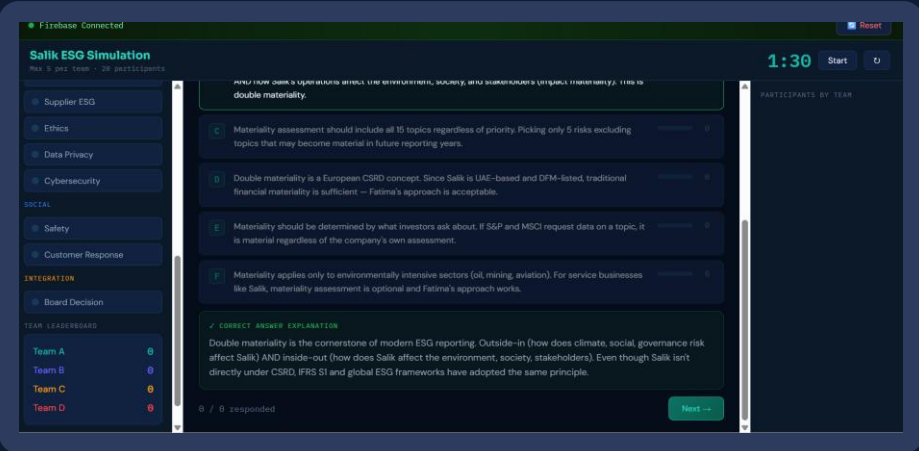


SIM 01

GHG Inventory

Scope 1 to 3 built under data ambiguity: sources that disagree, and what you can defend at audit.

Warba Bank · DWTC · Muscat Securities Exchange

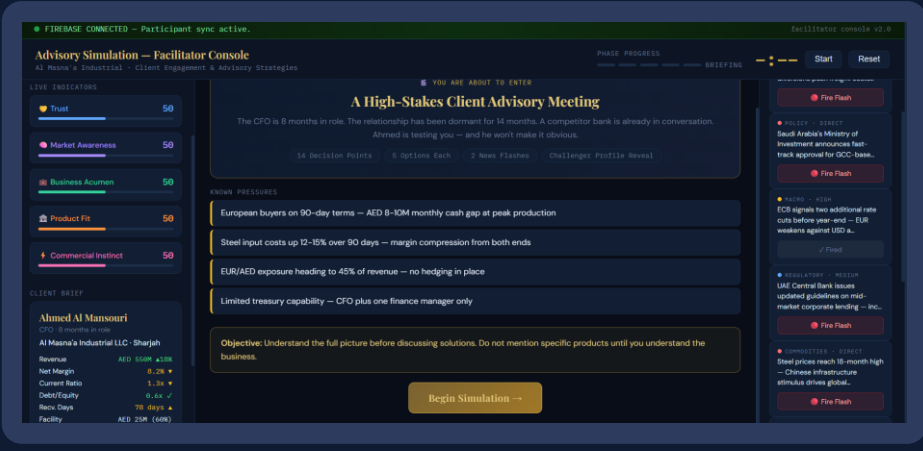


SIM 02

ESG Materiality

Double materiality taken to a real listed entity, sector by sector, with the weighting argued out.

Warba Bank · NBF · GIB ExCo · TFA seven-bank



SIM 03

High-Stakes Advisory

A six-phase client meeting with branching decisions, scored on four KPIs and disrupted by live news.

FAB process reengineering · EIF thirteen-bank

INSIDE A ROUND

Ninety seconds, five defensible-looking answers

One round from the GHG Inventory simulator, as the teams see it.

THE SCENARIO · THE GENERATOR FUEL DISCREPANCY

A 500 kVA backup diesel generator. The stores manager reports 12,000 litres purchased in 2025. The facilities manager says it ran 14 times for testing, about 30 minutes each. Your runtime calculation gives 700 litres. The stores manager says the rest is still in the tank: it is inventory, not emissions. What do you report?

WHY IT BITES

01 Every option is arguable

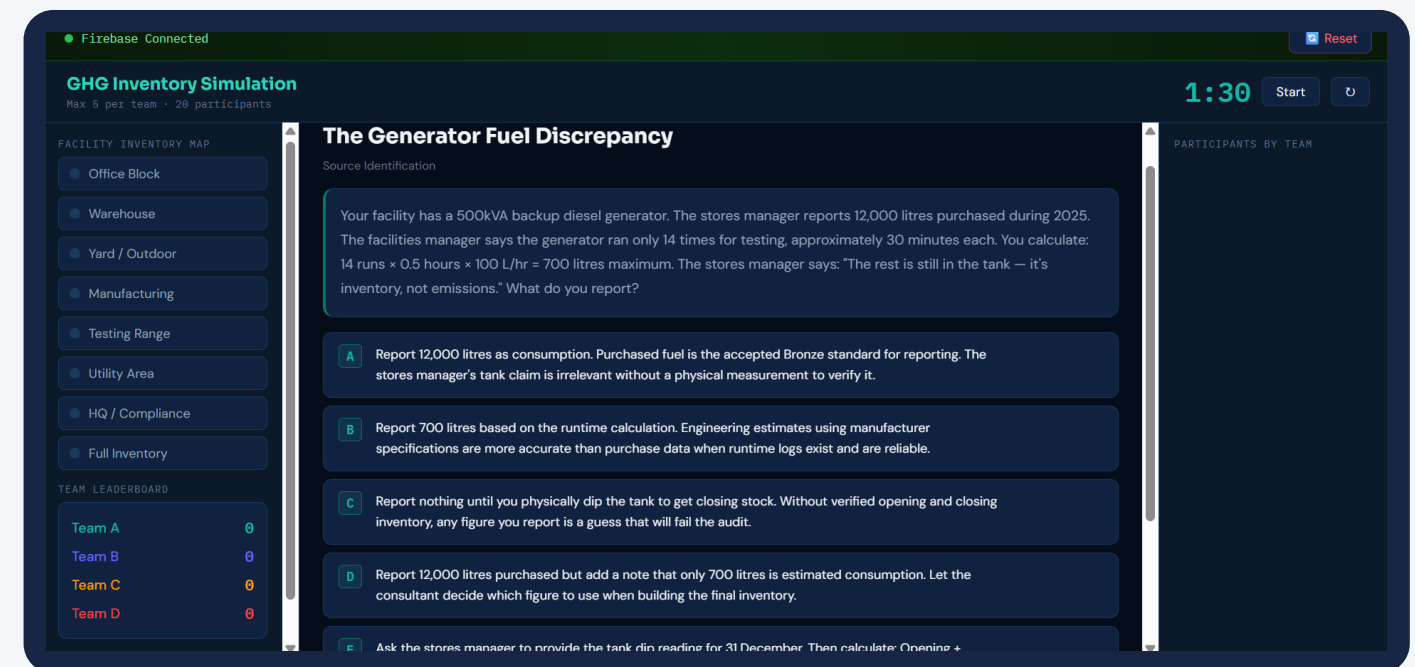
Purchase data, runtime estimate, physical dip, or refuse to report. Each has a defender in the room.

02 The clock is running

Ninety seconds. Teams commit before they have finished disagreeing, which is the point.

03 The reasoning is scored

Not just the letter chosen. The debrief shows which team could defend it and which guessed.



WHAT THE ROUND PRODUCES

- L2 knowledge evidence, per scenario
- A ranked gap list for the debrief
- Team scores, not pass or fail
- A reusable scenario the client keeps

THE LEARNING PLATFORM

The platform is ours too

ESGwise One, our own GCC sustainability platform. The training module holds the content, the cohort, the assessment and the record in one place.



The self-paced tracker, as a cohort sponsor opens it. Client identifiers removed.

LIVE TRAINING REPORTS

- Total sessions and attendees
- Training hours logged
- Total cost of the programme
- Org coverage, by chart node

IN THE ROOM

- QR-code quiz on the participant's phone
- Invitations, attendance and materials
- Facilitator signs the sheet in the app
- External attendees, not just employees

THE RECORD

- Certificates with a verifiable code
- MCQ and pulse check auto-scored
- Training needs mapped onto the org chart
- Modules flagged mandatory, released on a schedule

FORMATS

Four channels, one design

The format follows the cohort's diary, not our preference.



In person

The default. Cohorts of 8 to 25, on site or at a venue, applied throughout.

- Full simulation use
- Printed workbooks
- Capstone in the room



Virtual instructor-led

Same facilitator, same simulations, shorter sessions spread over more days.

- 2 to 3 hour blocks
- Breakout team scoring
- Recording optional



Hybrid

Room plus remote, run as one cohort rather than two audiences.

- Shared leaderboard
- Remote teams score live
- One debrief



Self-paced

Written modules and video in the client's own LMS, with clinics bolted on.

- Six artefacts per module
- MP4 or SCORM
- Live clinic per module

WHAT NEVER CHANGES The same senior practitioner, the institution's own cases, and the four measurement levels. Format is a delivery decision, not a design one.

SAMPLE PROGRAMME MATERIAL

Training programme brochures

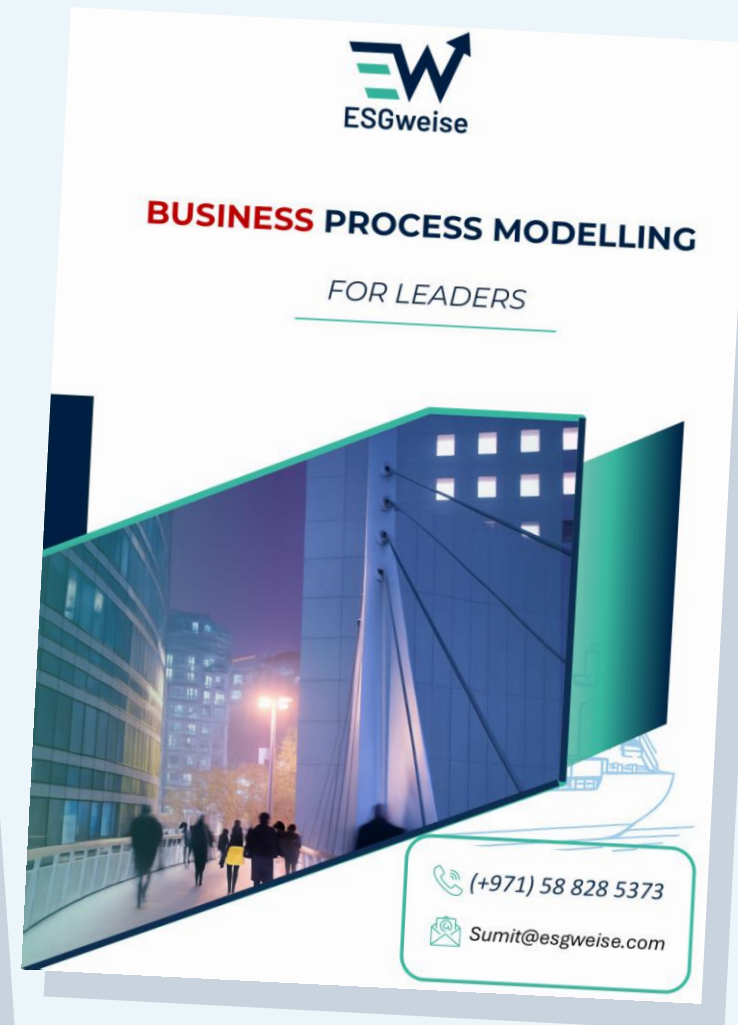
Twelve+ programmes designed and delivered across banking, sustainability, leadership and analytics, typically multi-cohort, applied formats with a 30/70 concept-to-practice ratio.

FORMATS

- Board & ExCo briefings
- 3-day deep-dive programmes
- Functional capacity-build series
- Multi-cohort 8-session formats
- Live simulation-led workshops



Business Analytics for Leaders

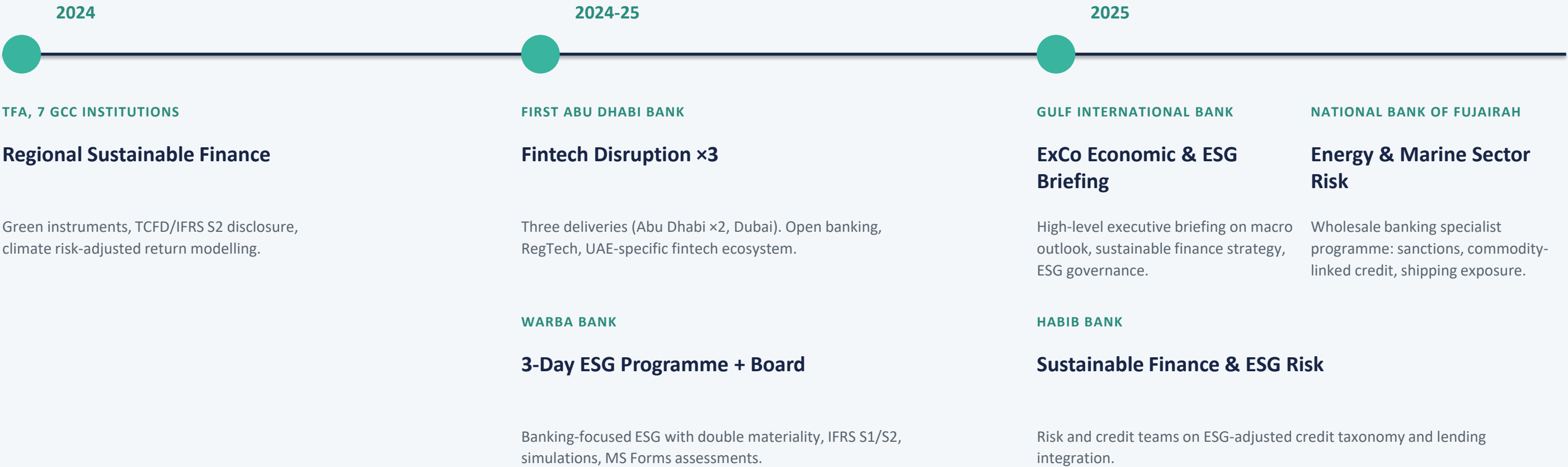


Business Process Modelling for Leaders

BANKING & FINANCIAL SERVICES

Selected banking delivery

A representative subset of the 16+ banking programmes delivered across the GCC: fintech, banking fundamentals, sector risk, economic outlook, ESG and sustainable finance.



Trusted By

Institutions taught, advised or assured: a selection.



Four ESGwise verticals, one partner

Training is one of four practice lines. Clients increasingly use us across the full arc: capability-build, advisory, risk modelling and the digital tooling, so the work stays embedded long after the classroom closes.

01

THIS DECK

Training & Capability Building

THIS DECK

Banking, ESG, leadership, ISO, BPR
Senior-led, applied, measured
L1 to L4 Kirkpatrick coverage
Simulations, video and written content

02

Sustainability Consulting

ESG STRATEGY & DISCLOSURE

GRI, IFRS S1/S2, TCFD, CSRD
Double materiality & ESG KPIs
GHG inventory (Scope 1 to 3)
Climate risk & TNFD assessments

03

Financial Risk

RISK FRAMEWORKS & MODELS

IFRS 9 ECL: PD/LGD/EAD models
Stress testing: CBUAE-aligned
ALM, treasury & ICAAP support
Climate-risk integration into credit

04

Software & Digital

SIMULATIONS & REPORTING TOOLS

GHG / ESG / Advisory simulators
Facilitator console & leaderboards
ESG reporting workflows
Live news-injection engine



THANK YOU

Let's build the programme.

Senior trainers · Real simulations · Written content · Measured outcomes

GET IN TOUCH

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FOUR VERTICALS, ONE PARTNER Training · Sustainability · Financial Risk · Software

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